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3 August 1981

MEMORANDUM FOR: Deputy Director for Science and Technology

FROM:

Director, Foreign Broadcast Information Service

SUBJECT:

AWP Management Goal #2: Status Report

REFERENCE:

My Advance Work Plan, 16 January 1981

My Advance Work Plan calls for a report to you on FBIS' efforts to improve the administration of foreign nationals employed at FBIS bureaus. The statement of that goal refers to the requirement that FBIS "ensure consistency with the classification system developed by the State Department at Congress' request, maintaining due regard for FBIS' needs."

1. As you know, FBIS and other U.S. organizations that employ foreign nationals overseas have been required to adhere to a uniform classification system which Congress directed be devised by the State Department. We have been working closely with the Department to determine the appropriate grades and compensation levels for the approximately foreign nationals employed by FBIS. Towards this end the following efforts are being made:

- FBIS is collaborating with State to develop position standards for all of the foreign national positions.

- Using the draft standards, FBIS is negotiating with State Department's Bureau of Personnel, Foreign Nationals Division over the grades appropriate for our personnel.

- Classification surveys have been done at various FBIS bureaus and additional surveys are scheduled for the bureaus in over the next few months.

- FBIS sponsored a recent TDY trip to six of our bureaus for of PMCD to enable him to evaluate, on the basis of first-hand information, the functions and organization of the bureaus, particularly the responsibilities and qualifications of monitors and other foreign nationals. (PMCD is the Agency's action component for the uniform classification system.)

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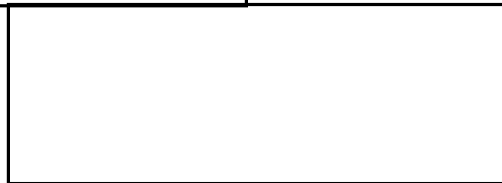
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2. Our preliminary conclusion is that the uniform system being devised by State will not be fully applicable to a number of FBIS bureaus. The reason for this has to do largely with the incompatibility of our personnel needs and operating requirements with those of State, and with what we believe are inadequate grade structures that the State system would arbitrarily impose on the bureaus. To impose these structures would mean that the foreign nationals would be downgraded in many cases and employee retention and recruitment would become very difficult because of inadequate salary levels. The State surveys already indicate massive downgradings, and serious adverse effects on retirement benefits of veteran employees. The long-term impact on FBIS would obviously be most serious. ☐

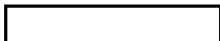
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3. We will continue to try to negotiate our differences with State, but we are preparing a paper for you and the Director of Personnel outlining the problems derived from the State system. (I have discussed this problem informally with ☐)

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